

**EXHIBIT A**

**EEO PUBLIC FILE REPORT**

This report covers full-time vacancy recruitment data for the period

**Aug-2016- July 2017**

**1) Employment Unit:** Mississippi River Radio - Marion/Carbondale

**2) Unit Members (Stations and Communitites of License):**

WCIL	65950	AM	MRR LICENSE LLC	CARBONDALE
WCIL-FM	65949	FM	MRR LICENSE LLC	CARBONDALE
WJPF	19058	AM	MRR LICENSE LLC	HERRIN
WOOZ-FM	74581	FM	MRR LICENSE LLC	HARRISBURG
WUEZ	39520	FM	MRR LICENSE LLC	CARTERVILLE
WXLT	6647	FM	MRR LICENSE LLC	CHRISTOPHER

**3) EEO Contact Information for Unit Member:**

Mailing Address:	Telephone Number:
Mississippi River Radio LLC 1431 Country Aire Drive Carterville, IL 62918	618 - 985 - 4843
	Contact Person/Title:
	Steve Falat - GM / Market Manager
	E-Mail Address:
	<a href="mailto:stevef@riverradio.net">stevef@riverradio.net</a>

**4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.**

	<b>Hire Date</b>	<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
<b>1</b>	11/16/16	WCIL-FM Program Director	Promoted Current Employee
<b>2</b>	1/3/17	WXLT-FM Program Director/Sports Anchor	AllAccess.com
<b>3</b>	1/3/17	On-Air Announcer	Promoted Current Employee
<b>4</b>	1/3/17	Sales Assistant/Event Coordinator	On-Air Announcement
<b>5</b>	1/26/17	Account Executive	Employee Referral
<b>6</b>	1/27/17	Account Executive	Employee Referral
<b>7</b>	3/27/17	Account Executive	On-Air Announcement
<b>8</b>	7/10/17	Account Executive	Employee Referral
<b>9</b>	7/17/17	Account Executive	Employee Referral
<b>10</b>			

Stations WCIL, WCIL-FM, WJPF, WOOZ-FM, WUEZ and WXLT are Equal Opportunity Employers

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**INTERVIEWEE REFERRAL SOURCE SUMMARY**  
**August 2016 - July 2017**

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
Station Websites	6
On-Air Recruitment	17
Industry Website (AllAccess.com)	20
Current Employee	4
Employee Referral	6
<b>TOTAL</b>	<b>53</b>

No organization requested that the station provide it with notice of all job vacancies.

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The stations used the following sources for ALL full-time openings.....

NAME	ORGANIZATION	ADDRESS	TELEPHONE and/or EMAIL	Number of Interviewees Referred
Rev. Logwood	Carbondale NAACP	P.O. Box 3303 Carbondale, IL 62902	618-457-7722 <a href="mailto:revlogwood@verizon.net">revlogwood@verizon.net</a>	
Dr. Dafna Lemish Prof. Jim Wall	SIU Dept of Radio/TV	Southern IL Univ Communications Bldg Rm 1048 Mail 6609 Carbondale, IL 62901	618-536-7555 <a href="mailto:feldner@siu.edu">feldner@siu.edu</a> <a href="mailto:jwal@siu.edu">jwal@siu.edu</a>	
Debra Gray	Illinois Broadcasters Association	200 Missouri Ave Carterville, IL 62918	618-985-5555	
Lori Cox	Southeastern Illinois College	3575 College Rd Harrisburg, IL 62946	<a href="mailto:Lori.cox@sic.edu">Lori.cox@sic.edu</a>	
Leslie Weldon	Shawnee Community College	8364 Shawnee College Road Ullin, IL 62992	<a href="tel:618-634-3337">618-634-3337</a>	
John Carroll	Broadcast Center of St. Louis	2360 Hampton Ave St. Louis, MO 63139	<a href="mailto:placement@broadcastcenterinfo.com">placement@broadcastcenterinfo.com</a>	
Lisa Price	Rend Lake College	468 N Ken Gray Pky Ina, IL 62846	618-437-5321 <a href="mailto:price@rlc.edu">price@rlc.edu</a>	
Erwin Viaz	National Assoc of Hispanic Journalists	1000 Natl Press Bldg Washington DC 20045	<a href="mailto:viaz@nahj.org">viaz@nahj.org</a>	
Lisa Hudgens	John A Logan College Career Services	700 Logan College Dr Carterville, IL 62918	618-985-2828 ext 8424 <a href="mailto:lisahudgens@jalc.edu">lisahudgens@jalc.edu</a>	
Station Websites	River Radio of So. IL Websites	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	6

In addition to the list of recruitment sources referenced above, the following additional sources were used to recruit for the following openings.....

**Job Title: WCIL-FM Program Director**

NAME	ORGANIZATION	ADDRESS	TELEPHONE / EMAIL	REFERRED
Industry Website	AllAccess.com	AllAccess.com	AllAccess.com	3
Current Employee Leah Lerner / Tricia Thomson	River Radio of So. IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	2

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In addition to the list of recruitment sources referenced above, the following additional sources were used to recruit for the following openings.....

**Job Title: WXLT-FM Program Director/Sports Anchor**

NAME	ORGANIZATION	ADDRESS	TELEPHONE / EMAIL	REFERRED
Industry Website	AllAccess.com	AllAccess.com	AllAccess.com	14

**Job Title: On-Air Announcer**

NAME	ORGANIZATION	ADDRESS	TELEPHONE / EMAIL	REFERRED
Industry Website	AllAccess.com	AllAccess.com	AllAccess.com	3
Current Employee Tricia Thomson / Brian Plaut	River Radio of So. IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	2

**Job Title: Sales Assistant/Event Coordinator**

NAME	ORGANIZATION	ADDRESS	TELEPHONE / EMAIL	REFERRED
On-Air Recruitment	River Radio of So. IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	6

**Job Title: Account Executive**

NAME	ORGANIZATION	ADDRESS	TELEPHONE / EMAIL	REFERRED
On-Air Recruitment	River Radio of So. IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	3
Employee Referral Lorena Marlo	River Radio of So. IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	1

**Job Title: Account Executive**

NAME	ORGANIZATION	ADDRESS	TELEPHONE / EMAIL	REFERRED
On-Air Recruitment	River Radio of So. IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	4
Employee Referral Lorena Marlo	River Radio of So. IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	1

**Job Title: Account Executive**

NAME	ORGANIZATION	ADDRESS	TELEPHONE / EMAIL	REFERRED
On-Air Recruitment	River Radio of So. IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	2
Employee Referral Clark Lance	River Radio of So. IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	1
Newspaper Advertisement	Southern Illinoisan	710 N. Illinois Ave. Carbondale, IL 62901	618-529-5454	

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**Job Title: Account Executive**

NAME	ORGANIZATION	ADDRESS	TELEPHONE / EMAIL	REFERRED
On-Air Recruitment	River Radio of So. IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	1
Employee Referral Clark Lance / Kent Zimmer	River Radio of So. IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	2

**Job Title: Account Executive**

NAME	ORGANIZATION	ADDRESS	TELEPHONE / EMAIL	REFERRED
On-Air Recruitment	River Radio of So. IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	1
Employee Referral	River Radio of So. IL	1431 Country Aire Dr Carterville, IL 62918	618-985-4843	1

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**6) Total # of Interviewees Referred:**

Fifty-three (53)

**7) Supplemental Recruitment Initiatives:**

*Participated in at least 4 **Job Fairs** by station personnel who have substantial responsibility in making hiring decisions*

**River Radio participated in "JOB FAIR" @ Southeastern Illinois College (SIC)**

**4/26/2017**

River Radio participated in a "Job Fair" 9:00 am - 12:00 pm 4/26/17 at Southeastern Illinois College in Harrisburg, IL. with a booth providing information about the company and about the sales & programming departments. The General Sales Manager was in attendance at the River Radio booth.

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

**SIU Extern Program Participant - via SIU Alumni Association**

**3/13 - 3/17/17**

River Radio participated in the SIU Extern Program via SIU Alumni Association of Southern Illinois University providing one (1) SIU student job skills, real world knowledge, hands-on experience, answers to students questions and professional contacts during week of Spring Break. This student worked in our News Department directly with our News Anchor. The Operations Manager/WJPF PD and Morning NewsWatch Host, also assisted the student in gaining hands-on practical experience..

**Programming Department Internship via Southern Illinois University**

**5/2017 - 7/2017**

One (1) student, studying Music from Southern Illinois University gained valuable hands-on experience with the workings of a morning radio news program, the news department and the creative services department, acquiring the skills needed to earn broadcast employment. River Radio has hired PT and FT employees from internships in the past.

The Operations Manager/WJPF-PD and Morning NewsWatch Host, worked directly with the student intern on a daily basis for nine (9) weeks. The News Anchor and the Creative Services Director were additional River Radio employees assisting them to acquire skills needed for broadcast employment.

**Street Team Internship Program**

**5/2017 - 12/2017**

Three (3) students, studying Radio/TV and Digital Media, Psychology/Pre-Law or Music from Southern Illinois University are gaining valuable hands-on experience with radio station events and promotions, acquiring the skills needed to earn broadcast employment. River Radio has hired PT and FT employees from the Street Team in the past.

The WCIL-FM PD, WUEZ-FM PD, WOOZ-FM PD and a WCIL announcer were the River Radio employees assisting them to acquire skills needed for broadcast employment.

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## 7) Supplemental Recruitment Initiatives: *(Continued)*

Participated in at least 4 **events** sponsored by **organizations** representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.

### **River Radio sponsored and promoted an IDES "HIRING EVENT" @ John A. Logan College 10/20/2016**

River Radio sponsored and promoted the Illinois Department of Employment Security "Hiring Event" 9:00 am - 12:00pm 10/20/16 at John A. Logan College in Carterville, IL.

River Radio aired twenty-four (24) :60 recorded public service announcements each on WJPF-AM, WCIL-AM, WUEZ-FM, WCIL-FM and WXLT-FM and six (6) on WOOZ-FM 10/18/16 - 10/20/16, for a total of one hundred two (102). WJPF-AM & WCIL-AM also featured a ten-minute (10:00) on-air interview 7:20 am - 7:30 am on 10/19/16 with IDES Employment Services Business Services Manager John Otey.

### **River Radio promoted a "JOB FAIR" @ John A. Logan College 3/22/2017**

River Radio sponsored and promoted the annual "Job Fair" 9:00am - 12:00pm 3/22/17 at John A. Logan College in Carterville, IL by airing :30 recorded public service announcements each on WJPF-AM, WCIL-AM, WOOZ-FM, WUEZ-FM, WCIL-FM and WXLT-FM 3/20/17 - 3/22/17 utilizing Promo Suite software. WJPF-AM and WCIL-AM featured a three-minute (3:00) on-air interview with Lisa Hudgens, director of Career Services at John A Logan College at 7:12 am 3/20/17.

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